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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

December 30, 2010

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit and File Number	Settlement Month/Year
Quebec Université du Québec à Trois-Rivières Canadian Union of Public Employees 800 lecturers **1033106**	Mar 10
Quebec and New Brunswick CBC/Radio-Canada, French Services Division Syndicat des communications de Radio-Canada 1,650 radio and television broadcast employees **1019705**	Oct 09
Ontario Windsor Regional Hospital National Automobile, Aerospace, Transportation and General Workers Union of Canada 560 health service and trade employees **1056606**	Feb 10
Alberta Calgary Board of Education Canadian Union of Public Employees 700 building maintenance and outside employees and facility operators **0502112**	Apr 10

Canada

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Government of Canada	Various unions	75,270	B	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	ARB/B	Sep 09/Jan 11
Federal Jurisdiction, Private Sector				
Multiprovince				
TELUS Corporation	TWU	13,700	B	Nov 10
Canadian National Railway Company	CAW-Canada	4,720	CO	Jul 10/Dec 10
Canadian Pacific Railway	CAW-Canada	2,300	CO	Dec 10
NAV CANADA	CAW-Canada	850	B	Apr 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	CO	Mar 10
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Nova Scotia				
Government of Nova Scotia	NSTU/CUPE	11,650	B	Oct 09/Jul 10
Capital District Health Authority	NSGEU	8,350	CO	Oct 10
Health Association Nova Scotia	NSNU	3,580	B	Oct 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	5,860	B	Feb 09–Dec 09
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	46,720	TENT	Mar 10
Ville de Montréal	Various unions	15,700	B/ARB	Dec 06/Dec 10
Gouvernement du Québec	Various unions	9,110	B/MED	Mar 10
Management Negotiating Committee for Boards	Various unions	4,850	B/TENT	Mar 10
Ville de Québec	Various unions	3,100	ARB	Dec 06/Dec 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
Ontario				
Universities	Various unions	6,960	B/CO	Jun/Aug 10
City of Toronto	IAFF	3,000	B	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	B	Oct 10
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10
Saskatchewan				
Government of Saskatchewan	STF	12,000	CO	Aug 10
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Alberta				
Government of Alberta	AUPE	22,000	B	Aug 10
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Nunavut				
Government of Nunavut	PSAC	2,100	B	Sep 10
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Ontario				
Pipe Line Contractors Association of Canada	IUOE/LIUNA	4,000	B	Apr 10
Hamilton Steel GP Inc.	USW	2,400	WS	Jul 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association	USW	4,000	B	Jun 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sep 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Air Canada	Various Unions	26,180	Feb 11/Mar 11
Provincial and Territorial Jurisdictions, Public Sector			
Ontario Hospital Association	Various unions	57,970	Mar 11
Alberta Health Services	HSAA	14,000	Mar 11
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
Provincial and Territorial Jurisdictions, Private Sector			
Nothing to report.			

Major Work Stoppages

Involving 500 or more employees from **December 10 to December 23, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
U.S. Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 steelworkers	Not available	Nov 7/2010 Lockout	

Readers' Corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Strategic Planning

A strategic plan is a document that helps an organization define its goals, and articulates how it intends to reach them. During this period of global economic uncertainty, it is even more crucial that organizations have well defined strategic plans to allow them to overcome any unexpected obstacles they may encounter. This month, we invite you to consult five works that will empower you to draft or revise a winning strategic plan.

See the Readers' Corner for reading material on "Strategic Planning". Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the Library Web site.

Union Membership in Canada—2010

Each year, Workplace Information Division conducts an update of international, national, and other labour organizations as well as independent unions consisting of a bargaining unit with 50 or more members in Canada.

At the beginning of 2010, the labour organization information obtained indicates that 4,645,095 workers were union members. Consequently, the unionization rate or union density (union membership as a percentage of non-agricultural paid employment) is 30.8% for 2010. In comparison, Statistics Canada's Labour Force Survey on the unionization rate of paid employees is estimated at 29.6% for the first 6 months of 2010.

The full analysis can be found at Union Membership in Canada, (PDF format, 106KB). Visit the Directory of Labour Organizations for more information on various unions.

Coming in the Next Issue

- Wage Adjustments—**November 2010** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866 - Ottawa-Gatineau area at 819-997-3117

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The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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